

Natural Resources Conservation Service (NRCS) Civil Rights

FACT SHEET

MONTANA

TITLE VI Program Delivery

TITLE VI of the Civil Rights Act of 1964 ensures nondiscrimination on the basis of race, color, or national origin in the delivery of any program, service, or activity funded by the federal government. Any recipients of NRCS funding or services must not discriminate in services they provide.

NRCS holds itself to this same standard when delivering any NRCS services, programs or activities directly to beneficiaries.

TITLE VI Complaint Process

Program applicants or beneficiaries who feel they may have been discriminated against should contact:

USDA
Program Investigations Division
300 7th St SW, Rm 515
Washington, DC 20250
phone (202) 720-5964 (Voice or TDD)
fax (202) 720-8046

Additional program discrimination complaint process information can be found in the brochure OMB#0508-001 available at all USDA offices.

TITLE VII Employment

Equal Pay Act of 1963, as amended, forbids pay differentials for substantially equal work, requiring equal skill, effort and responsibility under similar work conditions within the same organization based on sex.

TITLE VII of the Civil Rights Act of 1964, as amended, applies to employees and applicants for employment. Title VII prohibits discrimination on the basis of race, color, national origin, sex, and religion.

Executive Order 11375, 1967, clarifies the prohibition of sexual discrimination and prohibits the discrimination based on marital status or family status. Age Discrimination in Employment Act (ADEA) bans employment discrimination based on age for anyone forty years of age or older.

Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 prohibits employers from discriminating against any qualified employee because of a physical or mental disability. Additionally, employers are required to make reasonable accommodations for qualified individuals with disabilities unless doing so would impose undue hardships.

Pregnancy Discrimination Act (PDA) of 1978, as an amendment to Title VII of the Civil Rights Act of 1964, makes it unlawful for an employer to discriminate on the basis of sex for pregnancy, childbirth, or childbirth related matters.

TITLE VII Complaint Process

Individuals who believe they may have been discriminated against in an employment or workplace matter and wish to file a complaint must contact an EEO counselor within 45 days of the alleged discrimination action.

**TITLE VII
Complaint
Process
(cont.)**

Employees and applicants for employment may file complaints by contacting:

USDA-NRCS
Civil Rights Employment Division
5601 Sunnyside Avenue
Room 1-2144, Mail Stop 5472
Beltsville, MD 20705

To receive an EEO counselor assignment, phone (301) 504-2181 or fax (301) 504-2175.

Policy

Discrimination in program delivery or employment is ILLEGAL.

It is NRCS's policy in Montana to treat all of its customers and employees fairly, equitably, with dignity and respect.

All discrimination complaints will be handled using the USDA procedures described above. Any NRCS employee found guilty of violating the civil rights of another individual while conducting NRCS business will be subject to disciplinary action.